



# HIGHLY SPECIALISED RESPIRATORY AND SLEEP CLINICAL PHYSIOLOGIST

## INFORMATION FOR CANDIDATES

## ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.





# OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

## Our Vision:

“To provide excellent care for the communities we serve”

## Our Values:



# OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

# OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

# COLLEAGUE BENEFITS

## GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

## FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

## HEALTH AND WELLBEING

### PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

### PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

### HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

## LEARNING AND DEVELOPMENT

### COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

### LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

### ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

### APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



## JOB DESCRIPTION

<b>Job Title</b>	<b>Highly Specialised Respiratory and Sleep Clinical Physiologist</b>
<b>Band</b>	<b>7</b>
<b>Directorate</b>	<b>Medical Directorate / Unscheduled Care</b>
<b>Accountable to</b>	<b>Service Manager for Unscheduled Care</b>
<b>DBS Required?</b>	<b>Enhanced</b>

## JOB OVERVIEW

- The role of The Highly Specialised Respiratory Physiologist is to provide a high quality, patient focused, efficient Respiratory service within the Shrewsbury and Telford Hospitals NHS Trust, to include supporting the Department's service provision at the Community Diagnostic Centre, Hollinswood House.
- Work in conjunction with the department manager and other staff to ensure the service needs are met.
- Performance of the full range of routine and more specialised Respiratory diagnostic tests
- Responsible for the monitoring and performance of calibration and quality control procedures for all equipment
- Supervision of less experienced staff

- Teaching and training of students, trainees and Trust staff
- Updates own professional knowledge.
- Participation in research and development activities in Respiratory Medicine

## Key Duties/Responsibilities

### Patient Care/ Clinical Responsibilities

A highly specialist Respiratory Physiologist will independently perform a combination of the following specialist procedures.

- Cardiopulmonary exercise tests
- Full Lung Function Studies analysing complex results and producing accurate reports, including respiratory muscle function testing and skin prick allergy assessments
- Set up, download, analysis and interpretation of limited channel sleep studies, producing accurate diagnostic reports
- Issue continuous positive airway pressure treatment to sleep apnoea patients, monitoring progress, managing their care and reporting to the consultant and GP
- Detailed analysis and clinical decision making of possible complex sleep disorders from diagnostic and CPAP usage data
- Participate in the training of physiologists, medical and nursing staff as per departmental training programme
- Prioritise own duties and workload
- Communicate complex information with patients, relatives or carers, explaining the procedures taking into account any learning or physical disabilities, in order to obtain agreement and cooperation to any tests or procedures, ensuring privacy, dignity and confidentiality at all times.
- Ensure availability, cleanliness and maintenance of equipment.
- Ensure appropriate stock levels are maintained ordering stock as appropriate, via stock control or purchase requisition.

### Professional

- Ensure personal compliance with regards to mandatory training, professional CPD and codes of conduct.
- Maintain state registration and personal competence
- Contribute to the training of junior staff
- Participate and contribute to monthly Respiratory meetings including presentation of interesting cases and audit data.

## Planning and organising

- Contribute to meeting and sustaining the local and National diagnostic targets within the department.
- Works flexibly and contributes to participation in an efficient rota to ensure all service needs are met.

## Communication

- Maintain good working relationships and be able to communicate complex information to a wide range of staff, patients and external agencies.
- Liaise with physiological, medical, technical, nursing, housekeeping, administrative and other staff as necessary.
- Contributes and participates in departmental meetings to support a high quality service for patients and support a strong team ethic.

## Physical and Financial Resources

- Ensure machines are maintained and faults reported to Medical Engineering, liaise with relevant companies completing necessary feedback reports.
- To be responsible for the maintenance, calibration and accuracy of cardio-respiratory equipment.
- Understand electronic patient database systems, computer systems and applications. Comply with existing systems for the accurate recording, collation, monitoring and feedback of appropriate information.
- Responsibility for maintaining stock control

## Human Resources

- Responsibility for providing junior staff with training regarding routine investigations and medical staff with specialist echocardiography training.
- Undertaking workplace assessments and appraisal of junior staff

## Clinical Governance and Audit

- Work within agreed Trust and local policies and protocols.
- Contribute and participate in audit to ensure compliance with and development of professional and local policies and procedures and clinical standards/protocols/guidelines.

**This list of duties is not intended to be exhaustive, but indicates the main areas of work and may be subject to change after consultation with the post-holder to meet the changing needs of the service.**





## PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.



# QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Appropriate clinical physiology masters level qualification or equivalent.</li> <li>• BSc Clinical Physiology/Science</li> <li>• ARTP Part I and Part II Assessments / or equivalent</li> <li>• experience</li> <li>• Registered on the RCCP voluntary register</li> <li>• Training/assessor qualification</li> </ul>	

# EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Knowledge of highly specialised respiratory investigations</li> <li>• Knowledge of respiratory diseases and their affects on respiratory function</li> <li>• Knowledge of field and formal exercise test procedures.</li> <li>• Knowledge of complex sleep disorders and associated investigations and therapeutic interventions used to treat these conditions.</li> <li>• Specialist training/experience in areas of advanced respiratory measurement e.g. cardio-pulmonary</li> <li>• exercise testing, long term oxygen therapy assessment , sleep and nasal ventilation</li> </ul>	

# SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Significant experience working at Band 6 Senior Physiologist</li> <li>• Advanced specialist knowledge of healthcare science activities</li> <li>• Performs a range of basic and highly specialised procedures</li> <li>• Laboratory maintenance, calibration and quality control procedures</li> <li>• Good interpersonal skills. Seeks out further development and responsibilities</li> <li>• Highly developed skills for use of equipment.</li> <li>• Ability to interpret basic lung function tests.</li> <li>• Communicates technical information with colleagues and patients/carers</li> <li>• Supervises/trains junior members of staff</li> </ul>	

## GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

## HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

# INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

## INFORMATION GOVERNANCE

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

# PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

# SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

# SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

# CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH



continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

## EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

## NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

## MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





## The Royal Shrewsbury Hospital

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Minicom: 01743 261213

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The Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

Getting to The Royal Shrewsbury Hospital

## The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

Getting to The Princess Royal Hospital